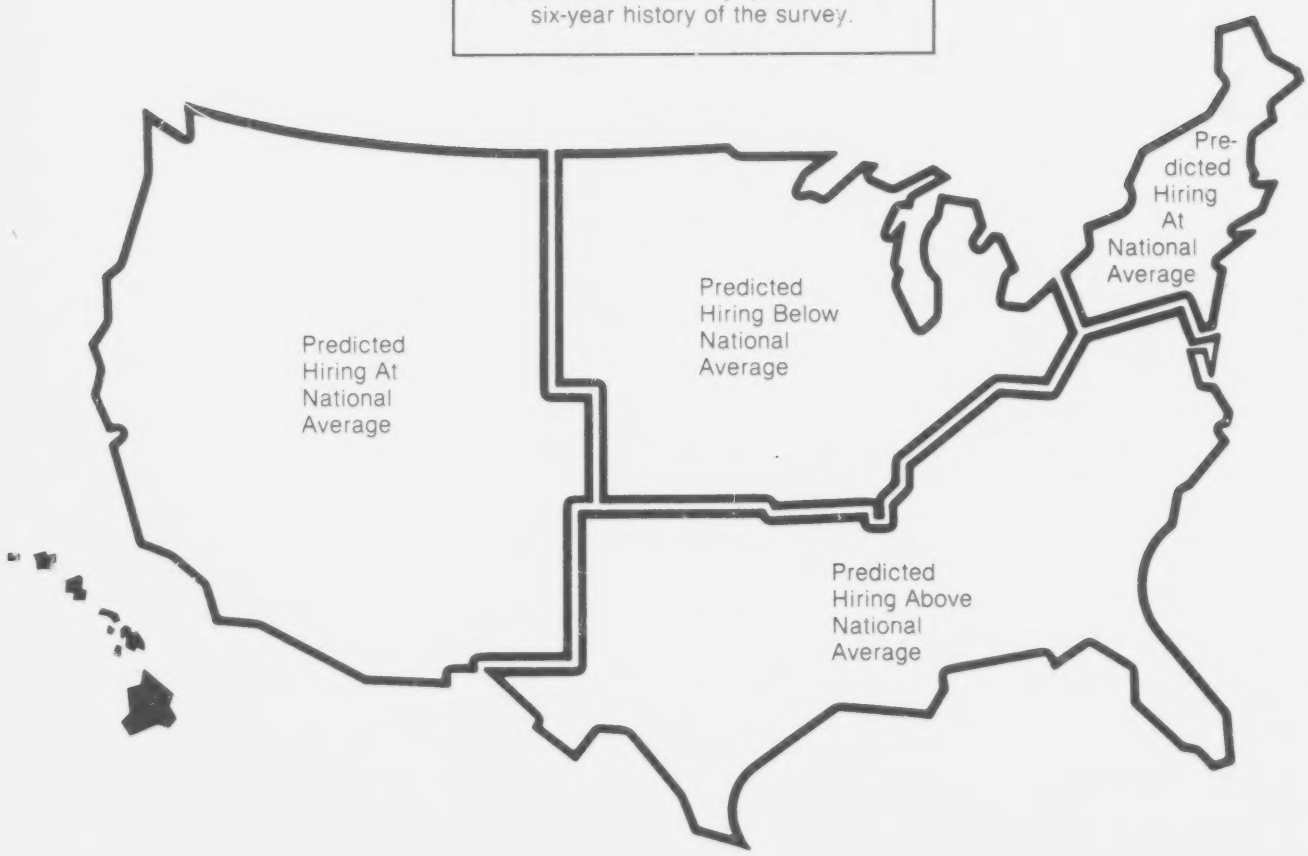
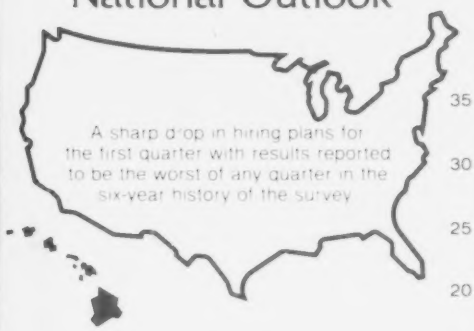
Manpower, Inc. Employment Outlook Survey

First Quarter
January, February, March
1982

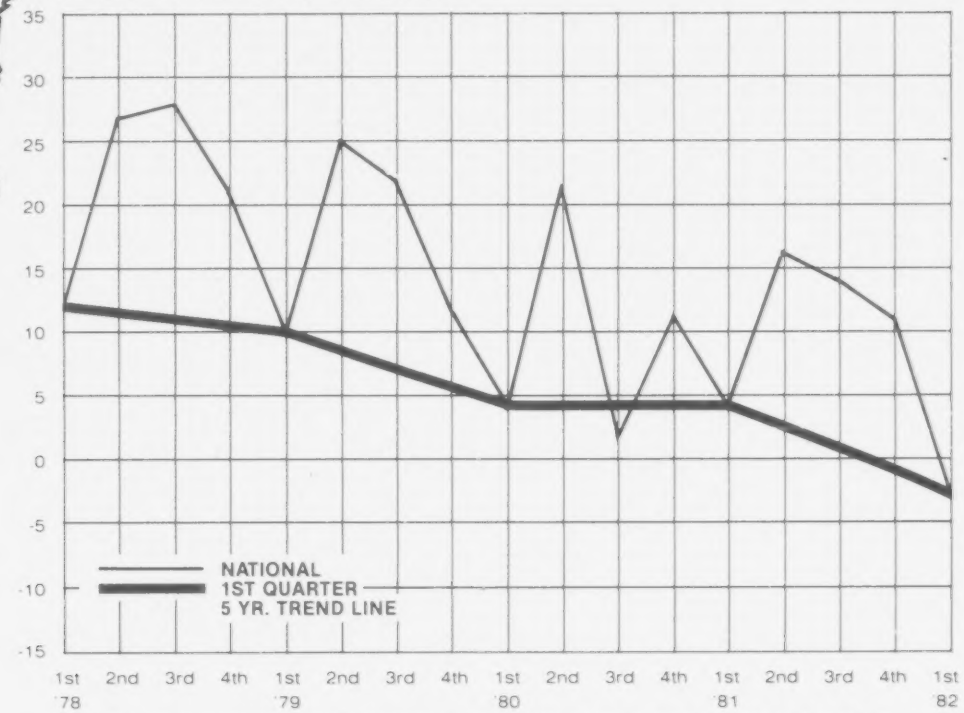
A sharp drop in hiring plans for the first quarter with results reported to be the worst of any quarter in the six-year history of the survey.


Predicted Hiring At National Average
Predicted Hiring Below National Average
Predicted Hiring Above National Average
Predicted Hiring At National Average

National Outlook


A sharp drop in hiring plans for the first quarter with results reported to be the worst of any quarter in the six-year history of the survey

MEASURE OF HIRING EXPECTATIONS*



Note: The annual trend line represents net employment expectations for the current quarter in relation to the same periods of previous years. These figures do not account for seasonal variations.

*The Measure of Hiring Expectations is the difference between the percentage of employers predicting staff increases and those planning to decrease hiring activity.

Employers nationwide predict a sharp drop in hiring plans for the first quarter of 1982. Results are the worst recorded for any quarter in the six-year history of the survey even though hiring expectations historically decline following the holiday period.

Slightly more employers expect to reduce staff size as plan to hire additional workers during the next three months (January, February, March). A deterioration of job opportunities is reported by manufacturers and by sectors, such as the service sector, which have previously been resistant to the current recession.

Survey figures are not seasonally adjusted, and the employment outlook in some cities whose figures counter those reported nationally, may be more optimistic.

Regionally, Southern employers are the most optimistic, but hiring levels may be substantially below other quarters. The Northeast hiring expectations are also diminished, and are followed by the West and Midwest.

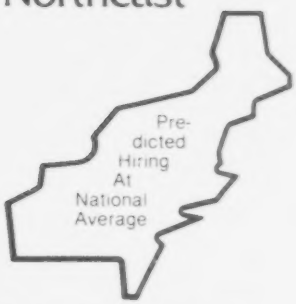
Manufacturers of both durable and non-durable goods report a softening in their hiring plans with the non-durable goods sector being the stronger of the two. While service sector employers report hiring expectations to be similar to last year at this time, the number planning to increase staff size is the lowest recorded since the survey began six years ago. Construction employers report the least optimistic survey results of any sector, and figures for the transportation and public utilities sectors are the lowest for any quarter in the past six years. Educators expect hiring levels to be similar to last year at this time, and public administrators report a sharp drop in employment opportunities reflecting the recent government budget cuts.

Wholesale and retail merchants report an anticipated seasonal drop in hiring expectations as employment levels return to pre-holiday status.

Industry Category	Increase %	No Change %	Decrease %	Don't Know %
Mining	30	62	6	2
Construction	13	48	35	4
Manufacturing—Durable Goods	15	59	22	4
Manufacturing—Non-durable Goods	14	67	16	3
Transportation & Public Utilities	19	65	14	2
Wholesale & Retail Trade	12	59	25	4
Finance, Insurance & Real Estate	18	68	10	4
Education—Public & Private	10	77	10	3
Services	19	67	10	4
Public Administration	12	63	22	3
All Industries	15	63	18	4

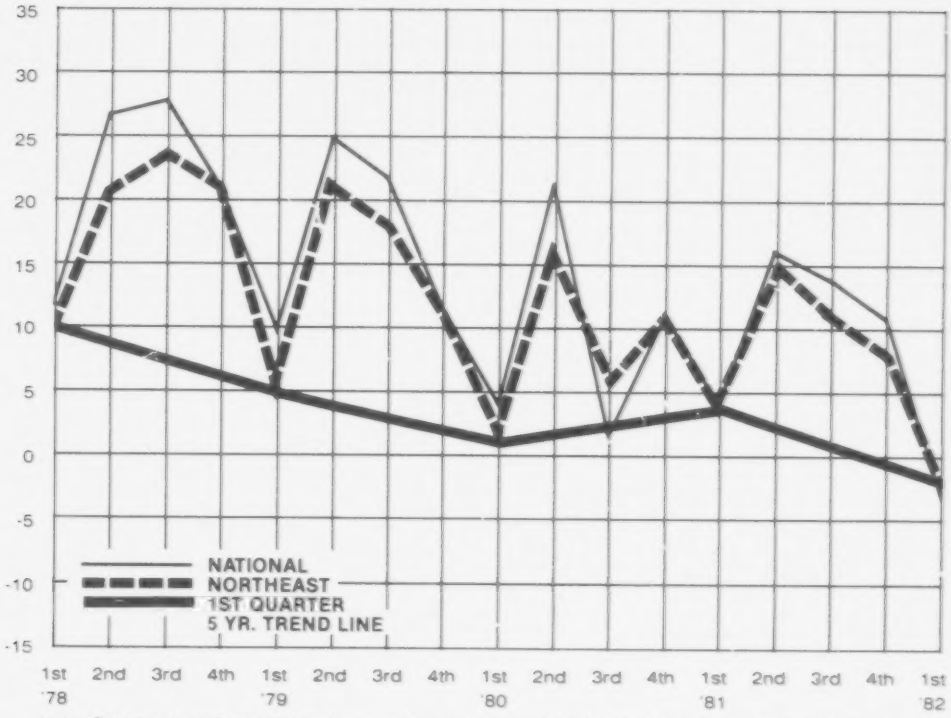
Note: These figures are not adjusted for seasonal variations.

Northeast



Connecticut
Maine
Massachusetts
New Hampshire
New Jersey
New York
Pennsylvania
Rhode Island
Vermont

MEASURE OF HIRING EXPECTATIONS*



Note: The annual trend line represents net employment expectations for the current quarter in relation to the same periods of previous years. These figures do not account for seasonal variations.

For the first time since the survey began six years ago, more Northeastern employers expect to reduce staff than plan to add staff during the first quarter of the new year. The number of firms planning to hire additional workers in the coming months is at its lowest level and the number of firms expecting to reduce staff is at its highest level.

Overall, employers in the Northeast report similar figures to those reported nationally, but are below those recorded for the region one year ago.

Job opportunities in the Northeast are predicted by the finance, insurance and real estate sector, by transportation and public utility firms and, to a lesser degree, by manufacturers of non-durable goods, service employers and by educators.

Staff reductions are expected by construction firms, public administrators and manufacturers of durable goods. Wholesale and retail merchants also expect reductions which may return staff levels to pre-holiday status.

Hiring expectations reported by the finance, insurance and real estate firms and transportation and public utility employers are better than other sectors, but still lag behind those reported one year ago. While figures for the non-durable goods manufacturing sector are not as optimistic as those reported one year ago, they are a slight improvement over those of first quarter 1980. Service employers are not as optimistic as they were one year ago, but figures this quarter are slightly ahead of those reported last quarter.

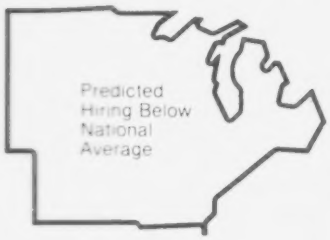
Construction employers predict hiring levels similar to those of one year ago, but substantially worse than last quarter. This sector follows a seasonal pattern, however. Manufacturers of durable goods report a substantial slowdown in hiring activity for the first quarter.

Industry Category	Increase %	No Change %	Decrease %	Don't Know %
Mining*				
Construction	11	53	33	3
Manufacturing—Durable Goods	18	62	16	4
Manufacturing—Non-durable Goods	14	72	10	4
Transportation & Public Utilities	18	66	10	6
Wholesale & Retail Trade	10	61	25	4
Finance, Insurance & Real Estate	14	76	6	4
Education—Public & Private	8	79	8	5
Services	15	72	9	4
Public Administration	7	74	17	2
All Industries	14	66	16	4

Note: These figures are not adjusted for seasonal variations.

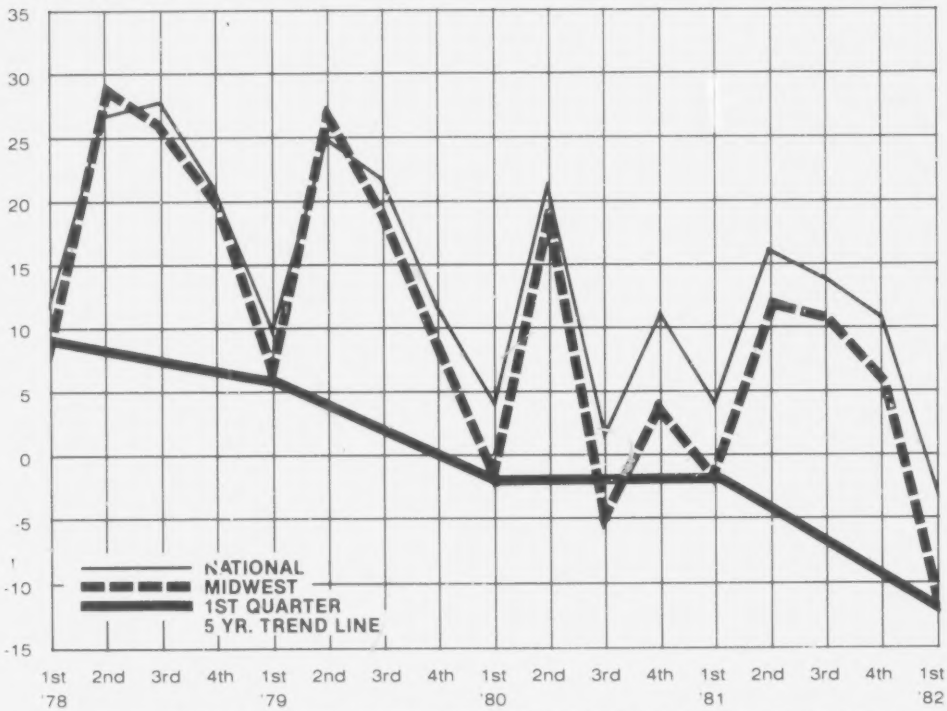
*The size of the mining industry's responding sample does not permit a hiring trend forecast.

Midwest



Illinois	Missouri
Indiana	Nebraska
Iowa	North Dakota
Kansas	Ohio
Michigan	South Dakota
Minnesota	Wisconsin

MEASURE OF HIRING EXPECTATIONS*



Note: The annual trend line represents net employment expectations for the current quarter in relation to the same periods of previous years. These figures do not account for seasonal variations.

Midwestern employers predict a sharper decline in hiring expectations than any other region for the first quarter of 1982. More than twice as many firms expect to reduce staff as plan to hire additional workers, a sharp drop from last quarter.

Overall, employers in the Midwest report hiring expectations far below those recorded nationally and by all other regions.

Job opportunities are reported by the service sector and the finance, insurance and real estate sector. All other sectors expect staff reductions with the most severe reductions predicted by public administrators, construction employers and manufacturers of durable goods. The wholesale and retail sector also expects staff reductions which historically occur after the holiday season. This year, staff reductions for that sector are similar to those reported for other first quarters.

The finance, insurance and real estate sector reports a more optimistic hiring outlook than other Midwest sectors with staff levels predicted as the same as last quarter, but below those of one year ago. Both durable and non-durable manufacturers report a drop in hiring activity with the most severe drop reported by the former group. There, more than twice as many employers expect staff reductions as plan additions. Construction employers too, report a sharp drop in hiring plans with more than five times as many firms predicting reductions as planning additions. This sector's employment expectations fluctuate seasonally, however.

Wholesale and retail merchants plan to return to pre-holiday staff levels which are similar to those reported last year at this time.

Transportation and public utility employers and the service sector report hiring activity to be slightly below that recorded one year ago. Educators, however, report hiring expectations to be well below those recorded last quarter and one year ago.

The public administration sector also reports diminished job opportunities with more than five times the number of employers predicting reductions as planning additions.

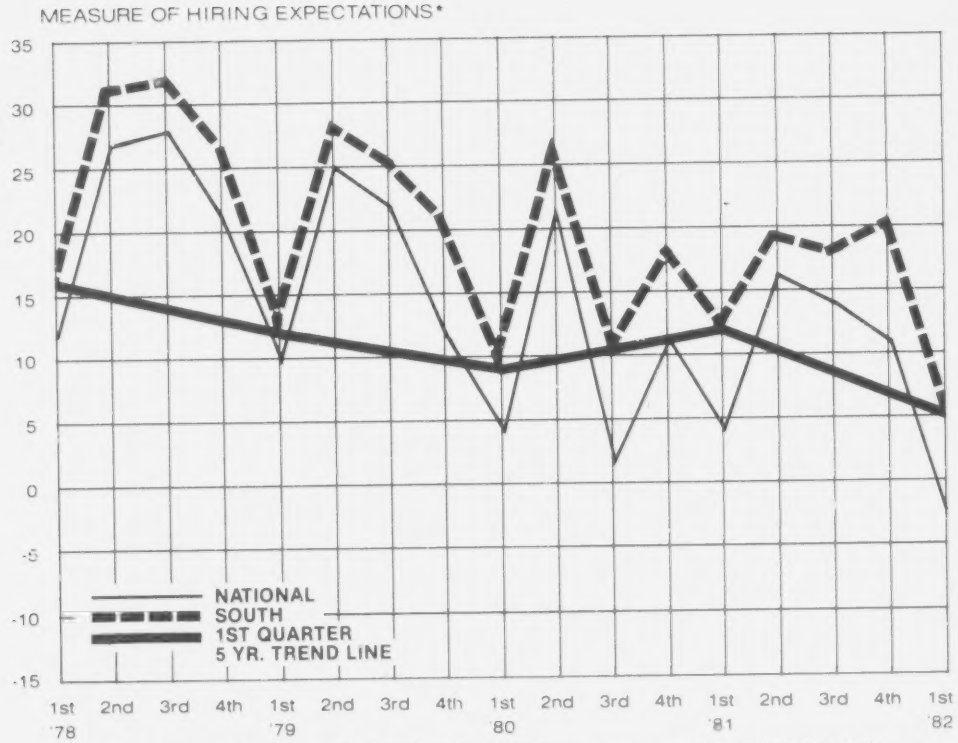
Industry Category	Increase %	No Change %	Decrease %	Don't Know %
Mining*				
Construction	9	42	46	3
Manufacturing—Durable Goods	11	57	28	4
Manufacturing—Non-durable Goods	11	68	18	3
Transportation & Public Utilities	12	70	17	1
Wholesale & Retail Trade	7	60	29	4
Finance, Insurance & Real Estate	15	69	12	4
Education—Public & Private	5	83	10	2
Services	18	66	12	4
Public Administration	6	60	31	3
All Industries	11	63	23	3

Note: These figures are not adjusted for seasonal variations.

*The size of the mining industry's responding sample does not permit a hiring trend forecast.

Alabama
Arkansas
Delaware
District of Columbia
Florida
Georgia
Kentucky
Louisiana
Maryland
Mississippi
North Carolina
Oklahoma
South Carolina
Tennessee
Texas
Virginia
West Virginia

MEASURE OF HIRING EXPECTATIONS*



Note: The annual trend line represents net employment expectations for the current quarter in relation to the same periods of previous years. These figures do not account for seasonal variations.

While Southern area employers report the most optimistic survey results of any region for the first quarter of 1982, their figures are substantially below those reported for all other quarters of the past six years. Only slightly more employers plan to increase staff as expect to reduce staff.

Job opportunities for this region are predicted by mining employers, transportation and public utility employers, service firms and, to a lesser extent, by the finance, insurance and real estate sector, by educators and by manufacturers of both durable and non-durable goods.

Staff reductions are expected by construction employers, public administrators and by wholesale and retail merchants who anticipate a seasonal fluctuation. This drop in employment levels by merchants is more severe than last year at this time, but is not as severe a drop as recorded during the first quarter of 1980.

More than twice as many transportation and public utility employers plan to hire additional workers during the coming months than expect to reduce staff. Employment levels are not expected to be as high as those recorded one year ago, but are the same as those recorded for the first quarter of 1980.

The slowdown in hiring activity in the service sector is slightly worse than that reported by Southern employers one year ago, but is similar to figures recorded last quarter.

The manufacturing sectors are weak, but slightly more employers plan to hire additional workers than reduce staff with the non-durable goods manufacturing sector reporting figures slightly ahead of the durable goods manufacturing sector.

Construction employers report a drop in the number of firms planning to add staff and a sharp rise in the number expecting to reduce staff. Figures are less optimistic than those reported last quarter and one year ago.

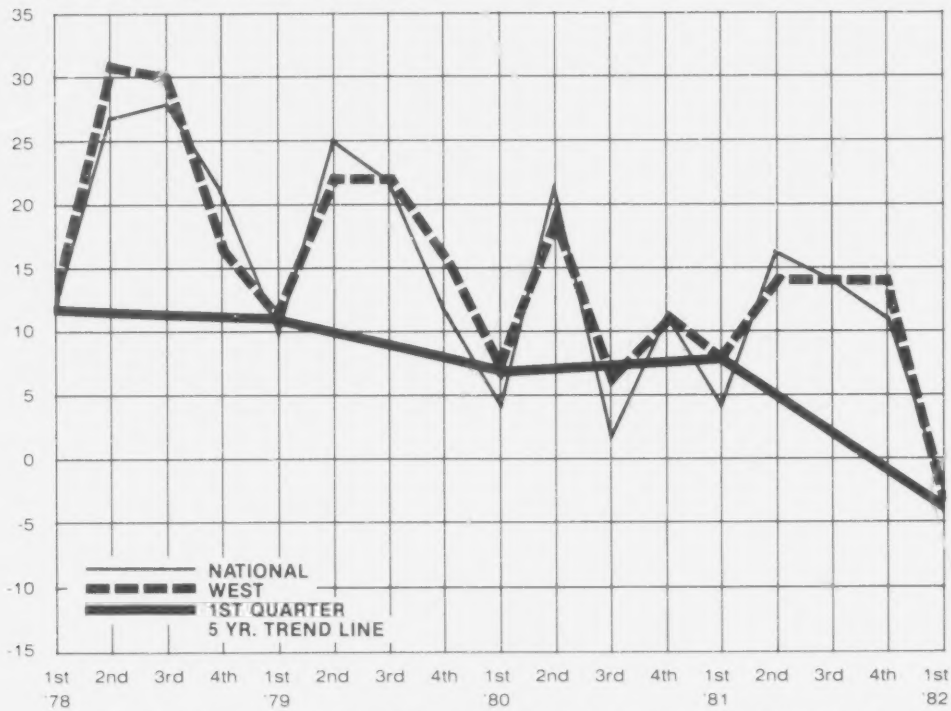
Industry Category	Increase %	No Change %	Decrease %	Don't Know %
Mining	33	61	3	3
Construction	18	51	27	4
Manufacturing—Durable Goods	18	62	17	3
Manufacturing—Non-durable Goods	19	63	15	3
Transportation & Public Utilities	24	64	10	2
Wholesale & Retail Trade	17	60	20	3
Finance, Insurance & Real Estate	23	63	10	4
Education—Public & Private	15	76	7	2
Services	25	61	11	3
Public Administration	17	61	19	3
All Industries	20	62	15	3

Note: These figures are not adjusted for seasonal variations.

West

Arizona
California
Colorado
Hawaii
Idaho
Montana
Nevada
New Mexico
Oregon
Utah
Washington
Wyoming

MEASURE OF HIRING EXPECTATIONS*



Note: The annual trend line represents net employment expectations for the current quarter in relation to the same periods of previous years. These figures do not account for seasonal variations.

Hiring expectations by Western employers are reported to be at their lowest level since the survey began six years ago. Slightly more employers expect to reduce staff as plan to add staff during the next three months.

Job opportunities are predicted by mining employers, although this optimism may change for certain locations. Other hiring is reported by manufacturers of durable goods, the finance, insurance and real estate sector and the service sector. Staff reductions are expected by construction firms, manufacturers of non-durable goods, by educators, public administrators and, to a slightly lesser degree, by the transportation and public utilities sector. Wholesale and retail merchants also predict reduced staff levels which are slightly below those recorded in other first quarters.

Manufacturers of durable goods in the West were the most optimistic of any region with more employers planning to hire staff than reduce staff. However, manufacturers of non-durable goods in other regions were more optimistic in their hiring expectations than those in the West where more firms expect to reduce staff levels than hire additional workers.

Western finance, insurance and real estate employers were also more optimistic than those in other regions, although their figures were only slightly ahead of those reported in the South. Western survey results in this sector were similar to those recorded one year ago and are an improvement over those recorded last quarter.

Nearly twice as many Western employers plan to hire additional workers during the first quarter than expect to reduce staff.

Construction employers predict a sharp drop in job opportunities which is below that of any quarter in the six-year history of the survey.

Industry Category	Increase %	No Change %	Decrease %	Don't Know %
Mining	40	40	20	0
Construction	9	55	32	4
Manufacturing—Durable Goods	26	46	20	8
Manufacturing—Non-durable Goods	16	61	21	2
Transportation & Public Utilities	20	55	24	1
Wholesale & Retail Trade	12	58	25	5
Finance, Insurance & Real Estate	20	71	6	3
Education—Public & Private	6	72	18	4
Services	18	66	10	6
Public Administration	11	64	22	3
All industries	15	61	19	5

Note: These figures are not adjusted for seasonal variations.

MANPOWER
TEMPORARY SERVICES
International Headquarters
5301 N. Ironwood Road, Milwaukee, WI 53201

The quarterly Employment Outlook Survey is conducted as a public service of Manpower, Inc. The survey was designed and is administered by Manpower's International Research Department, utilizing a statistically representative sample of more than 10,000 large public and private employers from among ten industrial sectors in 318 U.S. cities.

The Survey is a measurement of employment plans for the permanent workforce and is based upon telephone interviews conducted with the survey sample immediately prior to the conclusion of the preceding calendar quarter.

The Survey results reflect the intentions of the sample of employers interviewed. Some of these intentions may change unexpectedly upon the conclusion of the survey.

FINAL NATIONAL RESULTS

Manpower Employment Outlook Survey

1st Quarter 1982

Increase		Decrease		No Change		Unsure	
'81	'82	'81	'82	'81	'82	'81	'82
18%	15%	14%	18%	64%	63%	4%	4%

Source: Manpower, Inc.
Public Relations Dept.
(414)961-1000, Ext. 230
(414)961-1048

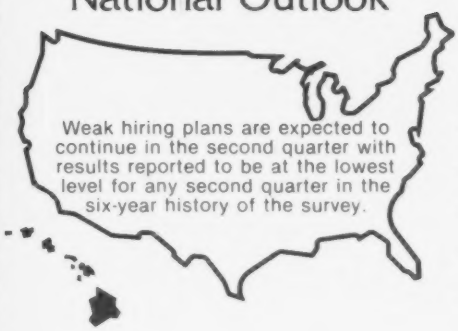
Manpower, Inc. Employment Outlook Survey

Second Quarter
April, May, June
1982

Weak hiring plans are expected to continue in the second quarter with results reported to be at the lowest level for any second quarter in the six-year history of the survey.

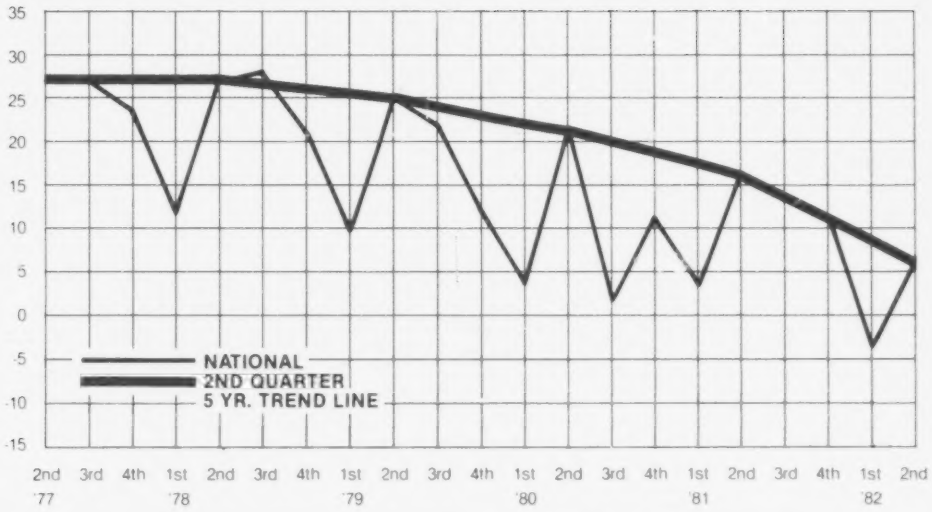
Predicted Hiring Above National Average
Predicted Hiring Below National Average
Predicted Hiring Above National Average
Predicted Hiring Above National Average

National Outlook



Weak hiring plans are expected to continue in the second quarter with results reported to be at the lowest level for any second quarter in the six-year history of the survey.

MEASURE OF HIRING EXPECTATIONS*



Note The annual trend line represents net employment expectations for the current quarter in relation to the same periods of previous years. These figures do not account for seasonal variations.

* The Measure of Hiring Expectations is the difference between the percentage of employers predicting staff increases and those planning to decrease hiring activity.

Employers nationwide expect weak hiring plans to continue in the second quarter of 1982. Survey results are the lowest recorded for any second quarter in the six-year history of the survey.

Slightly more employers plan to hire additional workers during the next three months (April, May, June) than those expecting to reduce staff. The current employment outlook remains dreary for job seekers, and there seems to be no apparent sign of an upturn in any business sector. In fact, more than three-quarters of the employers who plan to add staff in the second quarter characterized their hiring increase as "slight," indicating that summer jobs for students and teachers will be more limited than in past years.

Employers in the Northeast and West report a less pessimistic hiring outlook than Southern and Midwestern employers.

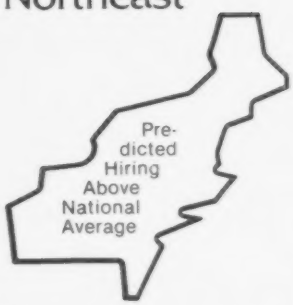
Manufacturers of both durable and non-durable goods report hiring intentions to remain depressed for the next three months with the latter group reporting stronger hiring plans. Service sector employers predict reduced job opportunities with survey results at their lowest for all previous second quarters in the history of the survey. Construction employers post a seasonal increase in hiring, but figures still lag behind those of previous second quarters. Both the finance, insurance and real estate sector and wholesale and retail merchants report soft hiring activity.

Transportation and public utility employers are cautious in their hiring plans. Twice as many educators expect to reduce staff as plan to increase staff, and public administrators indicate similarly depressed hiring activity. Mining employers report the least pessimistic hiring plans of any employment sector, due to seasonal fluctuations.

Industry Category	Increase %	No Change %	Decrease %	Don't Know %
Mining	23	71	4	2
Construction	30	49	18	3
Manufacturing—Durable Goods	20	60	16	4
Manufacturing—Non-durable Goods	19	66	12	3
Transportation & Public Utilities	17	64	16	3
Wholesale & Retail Trade	20	65	12	3
Finance, Insurance & Real Estate	15	71	10	4
Education—Public & Private	7	75	15	3
Services	24	67	7	2
Public Administration	10	67	19	4
All Industries	19	65	13	3

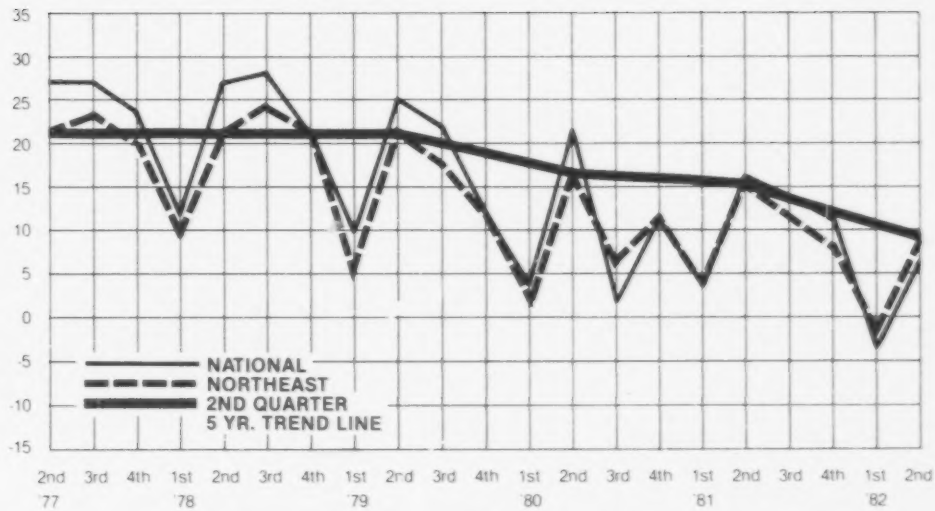
Note These figures are not adjusted for seasonal variations.

Northeast



Connecticut
Maine
Massachusetts
New Hampshire
New Jersey
New York
Pennsylvania
Rhode Island
Vermont

MEASURE OF HIRING EXPECTATIONS



Note: The annual trend line represents net employment expectations for the current quarter in relation to the same periods of previous years. These figures do not account for seasonal variations.

Employers in the Northeast report survey results which are less pessimistic than they were last quarter, but they still lag behind those of one year ago.

Job opportunities in the Northeast are predicted by the service sector and transportation and public utilities sector. Slightly fewer job opportunities are expected by manufacturers of both durable and non-durable goods. Even in these sectors, however, twice as many employers plan to hire additional workers in the second quarter of 1982 than those expecting to reduce staff. Finance, insurance and real estate employers are cautious and report a high number of employers who plan no changes in staff levels for the next three months.

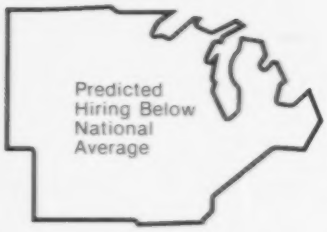
Slightly more wholesale and retail merchants plan to increase staff than expect staff reductions, but the current quarter's results indicate the lowest level of hiring for any second quarter in the six-year history of the survey. This quarter's figures are a great improvement over those of last quarter, however.

Both educators and public administrators predict a depressed employment outlook with more employers expecting staff reductions than planning additions. Twice as many public administrators expect to reduce staff than plan to increase it during the second quarter.

Industry Category	Increase %	No Change %	Decrease %	Don't Know %
Mining*				
Construction	29	52	14	5
Manufacturing—Durable Goods	19	67	10	4
Manufacturing—Non-durable Goods	16	72	8	4
Transportation & Public Utilities	20	66	10	4
Wholesale & Retail Trade	17	67	12	4
Finance, Insurance & Real Estate	12	79	6	3
Education—Public & Private	7	77	11	5
Services	24	65	7	4
Public Administration	9	67	18	6
All industries	18	69	9	4

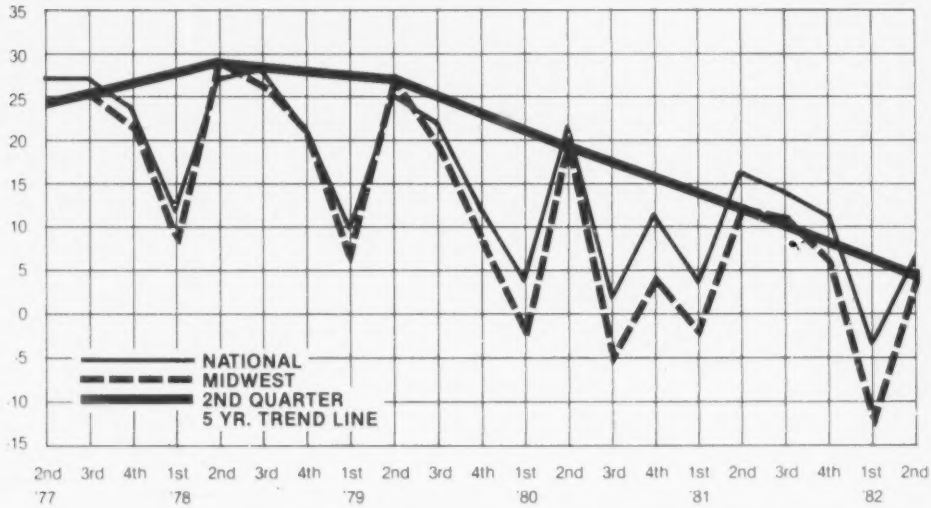
Note: These figures are not adjusted for seasonal variations.
*The size of the mining industry's responding sample does not permit a hiring trend forecast.

Midwest



Illinois
Indiana
Iowa
Kansas
Michigan
Minnesota
Missouri
Nebraska
North Dakota
Ohio
South Dakota
Wisconsin

MEASURE OF HIRING EXPECTATIONS



Note: The annual trend line represents net employment expectations for the current quarter in relation to the same periods of previous years. These figures do not account for seasonal variations.

Employers in the Midwest predict hiring activity to be slow-paced during the second quarter with slightly more firms planning to increase staff size than expecting to reduce staff.

Survey results lag behind those of all other second quarters, but are significantly better than those reported last quarter.

The least pessimistic hiring expectations are predicted by construction employers, with twice as many employers planning to hire additional workers during the next three months than those expecting to reduce staff. Service sector employers also report strong hiring activity, but figures are not as optimistic as for past second quarters. The mining sector is also strong.

Hiring activity levels by wholesale and retail merchants will not be as high as for previous second quarters, but is expected to improve significantly over last quarter.

Manufacturers of both durable and non-durable goods report slow-paced hiring activity with job opportunities to be slightly better in the latter group. Finance, insurance and real estate employers predict sluggish hiring activity with only slightly more employers planning to increase staff than expect reductions. More employers in the transportation and public utilities sector expect to reduce staff than plan to increase it, and public administrators and educators report the most depressed employment outlook with the latter group's job opportunities most diminished.

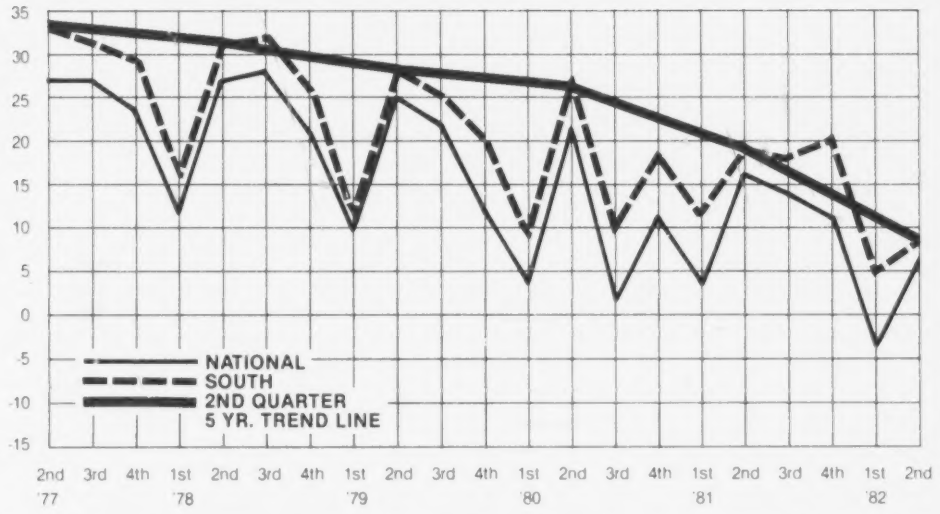
Industry Category	Increase %	No Change %	Decrease %	Don't Know %
Mining*				
Construction	32	47	16	5
Manufacturing—Durable Goods	15	60	21	4
Manufacturing—Non-durable Goods	19	62	16	3
Transportation & Public Utilities	15	66	17	2
Wholesale & Retail Trade	20	68	10	2
Finance, Insurance & Real Estate	14	71	11	4
Education—Public & Private	4	77	17	2
Services	20	68	10	2
Public Administration	15	60	22	3
All industries	18	65	14	3

Note: These figures are not adjusted for seasonal variations.

*The size of the mining industry's responding sample does not permit a hiring trend forecast

Alabama
Arkansas
Delaware
District of Columbia
Florida
Georgia
Kentucky
Louisiana
Maryland
Mississippi
North Carolina
Oklahoma
South Carolina
Tennessee
Texas
Virginia
West Virginia

MEASURE OF HIRING EXPECTATIONS



Note: The annual trend line represents net employment expectations for the current quarter in relation to the same periods of previous years. These figures do not account for seasonal variations.

Southern employers report survey results which are at their lowest level for all previous second quarters in the six-year history of the survey. More employers plan to hire additional workers during the next three months than those expecting to reduce staff.

Southern hiring activity is expected to continue to be strongest in the services sector. Mining employers also plan to add staff due to seasonal fluctuations. Nearly four times the number of service employers plan to increase staff than those expecting reductions during the next three months. Hiring levels for this sector will be lower, however, than all previous second quarters.

Manufacturers of non-durable goods predict hiring activity to be less pessimistic this quarter than in past second quarters with twice as many employers planning to add staff as expect reductions. Manufacturers of durable goods were more pessimistic and job opportunities are expected to be greatly reduced when compared to previous second quarters. Construction employers report a similarly depressed outlook although slightly more employers plan to add than expect to reduce staff. Twice as many wholesale and retail trade employers and finance, insurance, and real estate employers plan to add staff, although hiring levels are reduced from previous second quarters. More employers in the transportation and public utilities sector expect to reduce staff than those planning to hire staff during the next three months, and both educators and public administrators predict a depressed employment outlook.

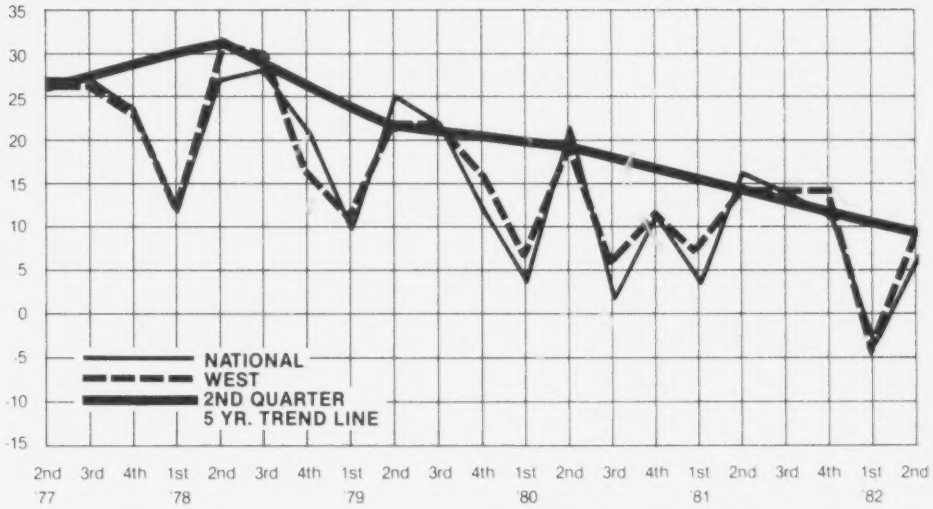
Industry Category	Increase %	No Change %	Decrease %	Don't Know %
Mining	22	76	2	0
Construction	28	50	20	2
Manufacturing—Durable Goods	23	56	18	3
Manufacturing—Non-durable Goods	20	67	10	3
Transportation & Public Utilities	15	64	18	3
Wholesale & Retail Trade	20	66	11	3
Finance, Insurance & Real Estate	17	71	9	3
Education—Public & Private	9	79	10	2
Services	25	66	7	2
Public Administration	11	70	16	3
All industries	20	65	12	3

Note: These figures are not adjusted for seasonal variations.

West

Arizona
California
Colorado
Hawaii
Idaho
Montana
Nevada
New Mexico
Oregon
Utah
Washington
Wyoming

MEASURE OF HIRING EXPECTATIONS



Note: The annual trend line represents net employment expectations for the current quarter in relation to the same periods of previous years. These figures do not account for seasonal variations.

The employment outlook in the West is more pessimistic than it has been in previous second quarters, even though it is an improvement over last quarter. Both the West and Northeast posted survey results which are better than the national average, however.

Considering seasonal fluctuations, the strongest hiring activity is reported by three sectors: service employers, manufacturers of durable goods and mining employers. Service sector hiring is similar to levels posted one year ago while manufacturers of durable goods report hiring expectations to be slightly better than one year ago.

Manufacturers of non-durable goods, however, expect job opportunities to be diminished with only slightly more employers planning to increase staff size than expect to reduce it.

Construction employers report a similar outlook with hiring activity expected to be significantly better than last quarter, but still lagging behind previous second quarters.

Wholesale and retail merchants report hiring levels to be "flat" with more employers planning to increase staff than those planning to reduce it, but job opportunities for the next three months are expected to be more pessimistic than those reported one year ago.

A similar number of transportation and public utilities employers and finance, insurance and real estate employers plan to add staff than expect to reduce it. Both the public administration sector and educators predict low hiring levels.

Industry Category	Increase %	No Change %	Decrease %	Don't Know %
Mining	40	60	0	0
Construction	25	54	20	1
Manufacturing—Durable Goods	28	58	11	3
Manufacturing—Non-durable Goods	18	65	13	4
Transportation & Public Utilities	20	58	18	4
Wholesale & Retail Trade	22	62	12	4
Finance, Insurance & Real Estate	15	67	12	6
Education—Public & Private	5	68	25	2
Services	26	64	8	2
Public Administration	7	65	25	3
All industries	22	62	13	3

Note: These figures are not adjusted for seasonal variations.

MANPOWER
TEMPORARY SERVICES
International Headquarters
5301 N. Ironwood Road, Milwaukee, WI 53217

The quarterly Employment Outlook Survey is conducted as a public service of Manpower, Inc. The survey was designed and is administered by Manpower's International Research Department, utilizing a statistically representative sample of more than 10,500 large public and private employers from among ten industrial sectors in 329 U.S. cities.

The second quarter 1982 Survey is a measurement of employment plans for the permanent workforce and is based upon interviews conducted with the survey sample immediately prior to March 1, 1982.

The Survey results reflect the intentions of the sample employers interviewed. Some of these intentions may change unexpectedly upon the conclusion of the survey.

B5275-1 5/18/82

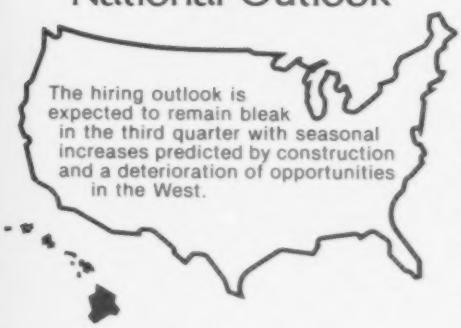
Manpower, Inc. Employment Outlook Survey

Third Quarter
July, August, September
1982

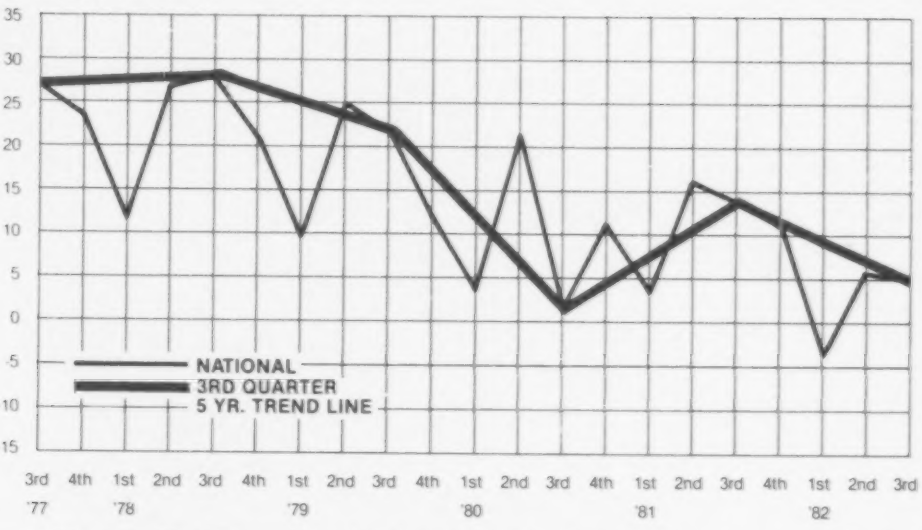
The hiring outlook is expected to remain bleak in the third quarter with seasonal increases predicted by construction and a deterioration of opportunities in the West.

Predicted Hiring Below National Average
Predicted Hiring Below National Average
Predicted Hiring Above National Average
Predicted Hiring Below National Average

National Outlook


The hiring outlook is expected to remain bleak in the third quarter with seasonal increases predicted by construction and a deterioration of opportunities in the West.

MEASURE OF HIRING EXPECTATIONS*



Note: The annual trend line represents net employment expectations for the current quarter in relation to the same periods of previous years. These figures do not account for seasonal variations.

*The Measure of Hiring Expectations is the difference between the percentage of employers predicting staff increases and those planning to decrease hiring activity.

The prospects for job seekers are likely to remain poor, at least through September, according to the third quarter Employment Outlook Survey results. New figures represent one of the lowest third quarter net hiring predictions in the past seven years with only the third quarter of 1980 - at the onset of the recession - posting lower survey figures. There is little hiring strength, and there is continuing evidence that most firms feel they are overstaffed.

The most significant changes from last quarter's survey are these: Western employers have predicted a deterioration in job opportunities; manufacturers of durable goods expect a sharp drop in hiring activity; the construction industry plans a seasonal spurt in hiring; and the service industry too, reports figures which are more resistant to the current economic downturn than other sectors.

A dismal employment outlook is predicted by all geographic regions although the outlook is slightly better in Southern states. Even there, however, work force reductions are expected to increase.

Over 10,700 employers in over 325 U.S. cities participated in the survey.

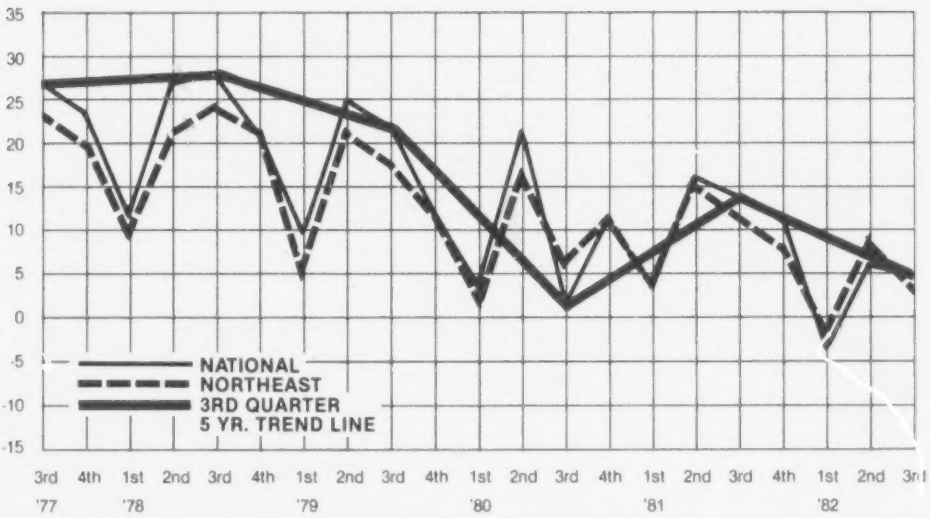
Industry Category	Increase %	No Change %	Decrease %	Don't Know %
Mining	11	63	22	4
Construction	24	58	14	4
Manufacturing—Durable Goods	16	60	19	5
Manufacturing—Non-durable Goods	16	69	11	4
Transportation & Public Utilities	15	68	14	3
Wholesale & Retail Trade	19	68	9	4
Finance, Insurance & Real Estate	16	70	11	3
Education—Public & Private	16	53	27	4
Services	23	64	9	4
Public Administration	16	61	19	4
All Industries	18	65	13	4

Note: These figures are not adjusted for seasonal variations.

Northeast

Connecticut
Maine
Massachusetts
New Hampshire
New Jersey
New York
Pennsylvania
Rhode Island
Vermont

MEASURE OF HIRING EXPECTATIONS



Note: The annual trend line represents net employment expectations for the current quarter in relation to the same periods of previous years. These figures do not account for seasonal variations.

Northeastern employers predict fewer job opportunities in the third quarter of 1982 than they did one year ago. Hiring activity is expected to be below national levels with only slightly more employers planning to hire additional workers than expecting to reduce staff during the next three months.

The best prospects for job seekers in the Northeast are in the construction sector which predicts a seasonal spurt in hiring activity. While this increase in hiring is not as great as that reported one year ago, it is substantially better than that recorded for this quarter 1980 at the onset of the recession.

Service industry employers also predict a more favorable outlook than other sectors, but hiring is expected to be at its lowest level for any third quarter in the seven-year history of the survey.

Manufacturers of non-durable goods report job opportunities to be more limited than one year ago, but slightly better than third quarter 1980. Manufacturers of durable goods, however, predict a sharp decline in hiring activity with employment levels expected to be nearly as low as the worst quarter in the survey's history, third quarter 1980.

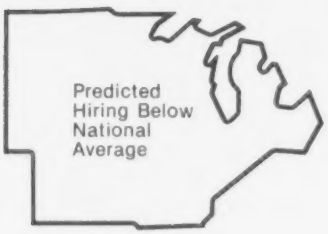
Wholesale and retail merchants also report a dreary employment outlook with hiring expected to be slower than one year ago and similar to two years ago. Both the finance, insurance and real estate sector and transportation and public utilities predict a sharp drop in job opportunities when compared to figures of one year ago. Educators and public administrators continue to report the fewest job opportunities of any sector in this region.

Industry Category	Increase %	No Change %	Decrease %	Don't Know %
Mining*				
Construction	23	61	10	6
Manufacturing—Durable Goods	14	61	21	4
Manufacturing—Non-durable Goods	16	68	10	6
Transportation & Public Utilities	12	69	14	5
Wholesale & Retail Trade	17	68	11	4
Finance, Insurance & Real Estate	13	72	11	4
Education—Public & Private	13	62	19	6
Services	21	65	9	5
Public Administration	12	61	23	4
All Industries	16	66	13	5

Note: These figures are not adjusted for seasonal variations.

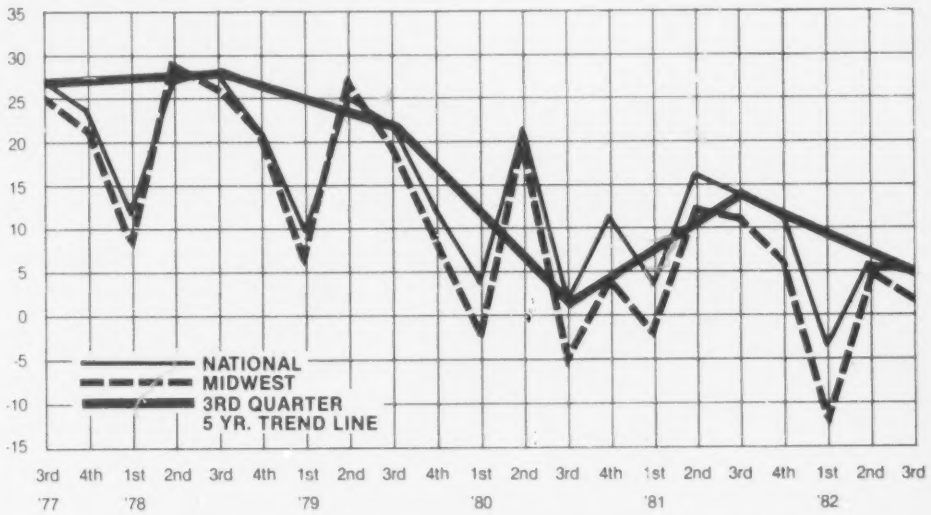
*The size of the mining industry's responding sample does not permit a hiring trend forecast

Midwest



Illinois
Indiana
Iowa
Kansas
Michigan
Minnesota
Missouri
Nebraska
North Dakota
Ohio
South Dakota
Wisconsin

MEASURE OF HIRING EXPECTATIONS



Note: The annual trend line represents net employment expectations for the current quarter in relation to the same periods of previous years. These figures do not account for seasonal variations.

Midwestern employers continue to predict the most depressed employment outlook of any region. Third quarter 1982 is expected to be better than third quarter 1980, the onset of the recession, but not as favorable as one year ago when twice as many employers planned to hire additional staff as expected to reduce staff.

The strongest hiring activity is reported by service industry employers and by the wholesale and retail trade. Like many other sectors hiring will be slower than one year ago, but ahead of third quarter 1980.

No relief is in sight for heavy industry. While manufacturers of durable goods predict significantly more job opportunities than they did for third quarter 1980, hiring activity is not expected to be as favorable as one year ago when twice as many employers planned to increase staff as expected reductions. Likewise, hiring by manufacturers of non-durable goods is expected to be flat with a slight improvement over two years ago, but not as good as one year ago.

A seasonal increase by construction employers is one of the bright spots for this region. Hiring is expected to be better than two years ago and similar to last year.

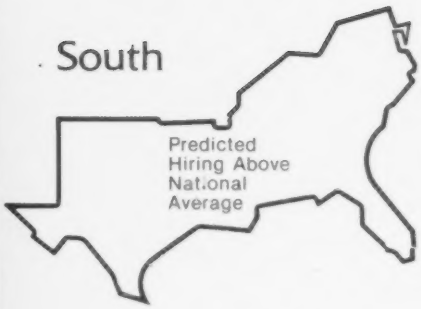
The finance, insurance and real estate sector figures have been improving the past four quarters and are better than those reported for the past two third quarters.

Transportation and public utilities, education and public administration all report dismal employment outlooks.

Industry Category	Increase %	No Change %	Decrease %	Don't Know %
Mining *				
Construction	24	58	16	2
Manufacturing—Durable Goods	14	59	21	6
Manufacturing—Non-durable Goods	15	68	15	2
Transportation & Public Utilities	12	71	17	0
Wholesale & Retail Trade	20	67	8	5
Finance, Insurance & Real Estate	17	69	10	4
Education—Public & Private	13	50	35	2
Services	23	65	8	4
Public Administration	16	60	20	4
All Industries	17	64	15	4

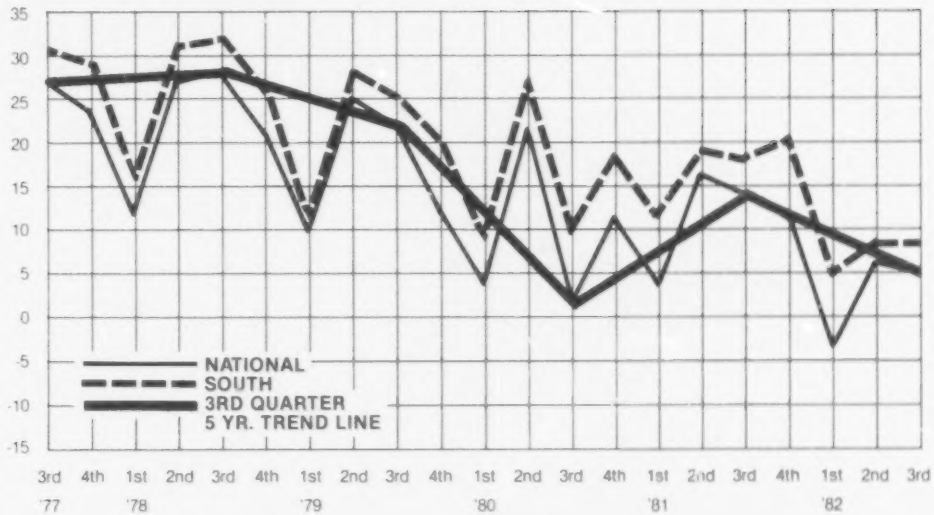
Note: These figures are not adjusted for seasonal variations.
*The size of the mining industry's responding sample does not permit a hiring trend forecast

South



Alabama
Arkansas
Delaware
District of Columbia
Florida
Georgia
Kentucky
Louisiana
Maryland
Mississippi
North Carolina
Oklahoma
South Carolina
Tennessee
Texas
Virginia
West Virginia

MEASURE OF HIRING EXPECTATIONS



Note: The annual trend line represents net employment expectations for the current quarter in relation to the same periods of previous years. These figures do not account for seasonal variations.

The best job prospects for any region are expected to be in Southern states. There, employers report hiring activity in the third quarter to be slightly ahead of national levels.

The most active hiring is predicted by the wholesale and retail sector. Traditionally hiring activity picks up in the third quarter and reaches its highest point in the fourth quarter when merchants add staff to handle holiday shopping.

Another active sector is services. While hiring here is at an all-time low, job openings for this group are better than most other sectors in the South. Hiring by finance, insurance and real estate employers is also expected to be slow.

Construction employers report a slight seasonal increase in hiring activity for the next three months, although that increase is not expected to be as great as in past third quarters.

Hiring by manufacturers of both durable and non-durable goods and transportation and public utility employers is expected to be at a virtual standstill with employment levels predicted to be sharply lower than one year ago.

The job outlook in the education, public administration and mining sectors is expected to continue to be dreary.

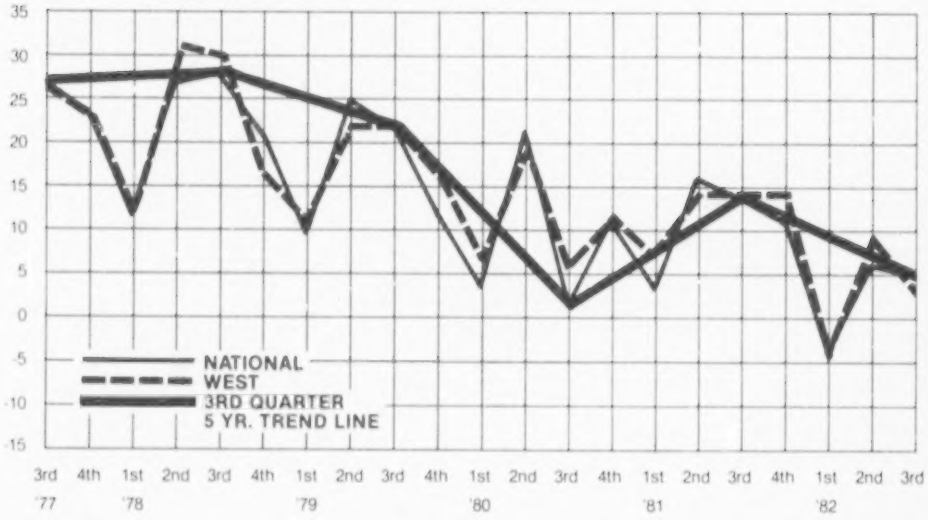
Industry Category	Increase %	No Change %	Decrease %	Don't Know %
Mining	14	66	17	3
Construction	24	57	15	4
Manufacturing—Durable Goods	17	64	16	3
Manufacturing—Non-durable Goods	19	67	10	4
Transportation & Public Utilities	17	69	11	3
Wholesale & Retail Trade	23	68	6	3
Finance, Insurance & Real Estate	19	70	8	3
Education—Public & Private	22	57	18	3
Services	22	65	10	3
Public Administration	17	63	16	4
All Industries	19	67	11	3

Note: These figures are not adjusted for seasonal variations.

West

Arizona
California
Colorado
Hawaii
Idaho
Montana
Nevada
New Mexico
Oregon
Utah
Washington
Wyoming

MEASURE OF HIRING EXPECTATIONS



Note: The annual trend line represents net employment expectations for the current quarter in relation to the same periods of previous years. These figures do not account for seasonal variations.

The most significant change in this quarter's survey is in the Western region. For the past several quarters, Western employers predicted hiring activity to be slightly above national levels. However, for the third quarter 1982, hiring is expected to slip below national levels with figures at their lowest point for any third quarter in the seven-year history of the survey.

One of the hardest hit sectors in this region is the finance, insurance and real estate sector. For the first time in the history of the survey, more employers expect to reduce staff than plan to hire additional workers.

The one bright spot in the region is in the construction industry. While the hiring spurt is of a seasonal nature, figures are substantially better than those posted for other quarters in 1982 and are slightly better than those of one year ago.

Another strong sector is wholesale and retail trading. Current figures are substantially better than those of two years ago and only slightly behind those of one year ago. Service sector figures have taken a downturn and are at nearly their lowest level for any quarter in the history of the survey.

Only limited job opportunities are offered by manufacturers of both durable and non-durable goods with figures at their lowest for any third quarter. All other sectors predict more employers expecting to reduce staff than add staff.

Industry Category	Increase %	No Change %	Decrease %	Don't Know %
Mining	9	73	18	0
Construction	23	64	9	4
Manufacturing—Durable Goods	21	58	15	6
Manufacturing—Non-durable Goods	17	68	15	0
Transportation & Public Utilities	15	64	18	3
Wholesale & Retail Trade	21	66	9	4
Finance, Insurance & Real Estate	9	70	20	1
Education—Public & Private	10	49	36	5
Services	22	64	12	2
Public Administration	12	58	25	5
All Industries	18	64	15	3

Note: These figures are not adjusted for seasonal variations.

MANPOWER
TEMPORARY SERVICES
International Headquarters
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The third quarter 1982 Survey is a measurement of employment plans for the permanent workforce and is based upon interviews conducted with the survey sample immediately prior to June 1, 1982.

The survey results reflect the intentions of the sample employers interviewed. Some of these intentions may change unexpectedly upon the conclusion of the survey.

EMPLOYMENT OUTLOOK SURVEY

Third Quarter 1982

Manpower, Inc.

Hiring intentions of over 10,700 employers in over 325 U.S. cities. Employers declared their intentions to increase or decrease the size of their present workforce during the third quarter (July, August, September) of 1982.

	% Increase '81	% Increase '82	% Decrease '81	% Decrease '82	% No Change '81	% No Change '82	% Unsure '81	% Unsure '82	'82 % Net Difference
National	24	18	10	13	62	65	4	4	5
South	27	19	9	11	61	67	3	3	8
Northeast	20	16	9	13	65	66	6	5	3
West	25	18	11	15	61	64	3	3	3
Midwest	22	17	11	15	64	64	3	4	2

OVERALL: The prospects for job hunters continue to be bleak with opportunities sharply deteriorated in the West and in manufacturing of durable goods. Seasonal increase in construction and service industry while down, not as bad as other sectors.

SOUTH: Best job opportunities, but hiring activity remains dreary.

NORTHEAST: Limited job opportunities, similar to West region.

WEST: Deteriorating employment outlook.

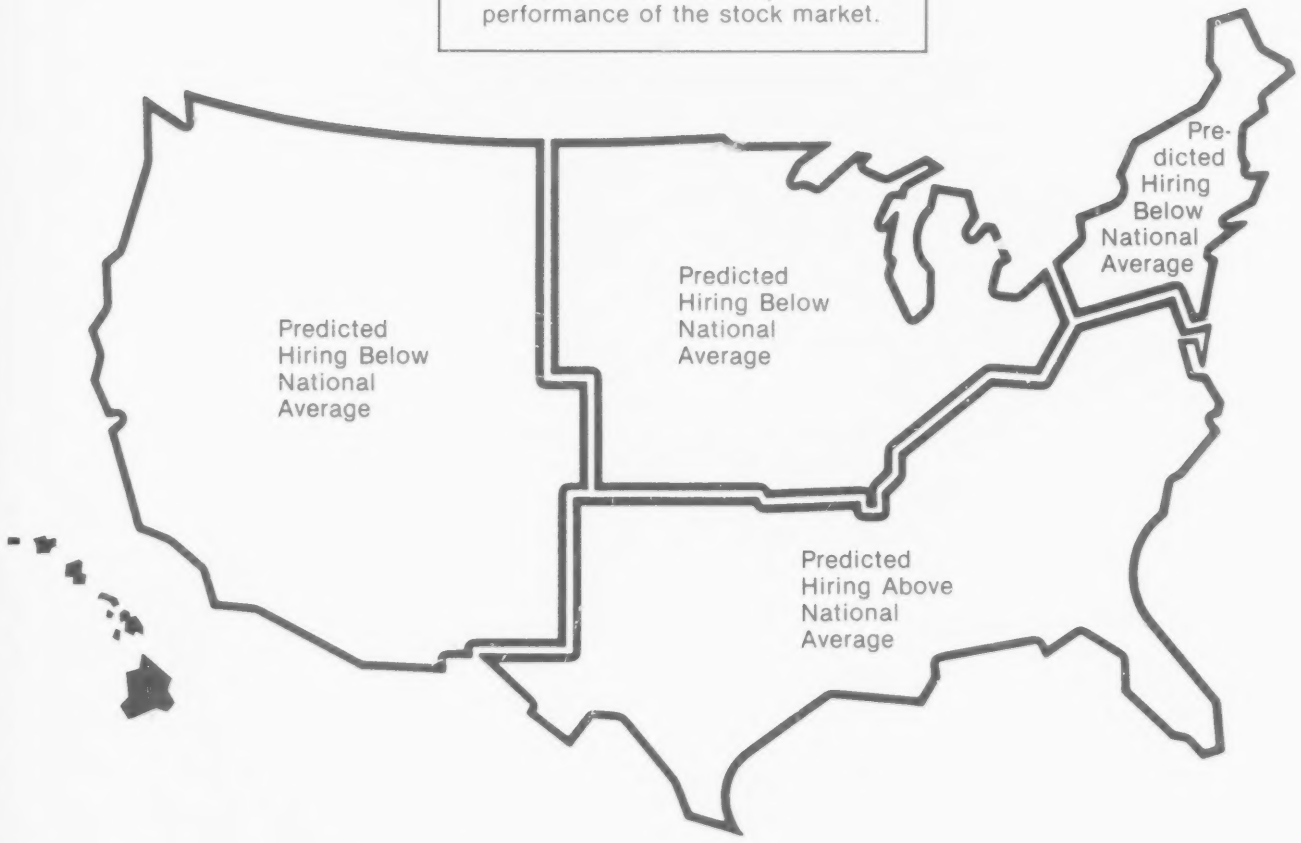
MIDWEST: Fewest number of job prospects than other regions; heavy industry weakest of all employment sectors.

B5275-1 9/20/82

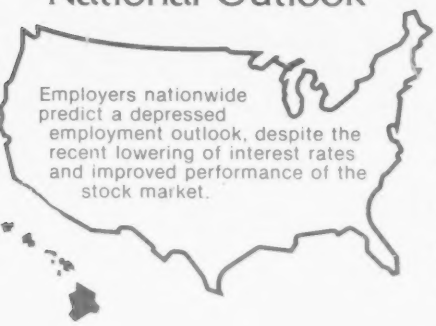
Manpower, Inc. Employment Outlook Survey

Fourth Quarter
October, November, December
1982

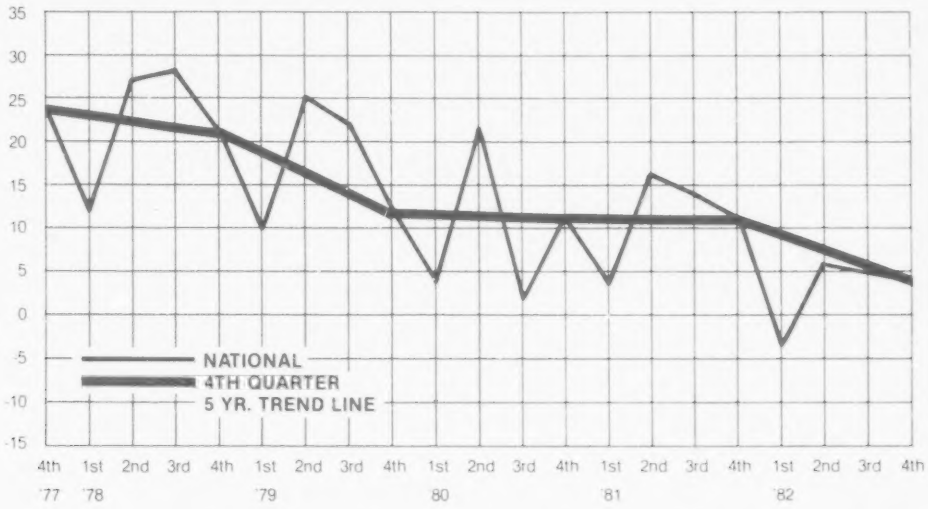
Employers nationwide predict a depressed employment outlook, despite the recent lowering of interest rates and improved performance of the stock market.


Predicted Hiring Below National Average
Predicted Hiring Below National Average
Predicted Hiring Below National Average
Predicted Hiring Above National Average

National Outlook


Employers nationwide predict a depressed employment outlook, despite the recent lowering of interest rates and improved performance of the stock market.

MEASURE OF HIRING EXPECTATIONS*



Note The annual trend line represents net employment expectations for the current quarter in relation to the same periods of previous years. These figures do not account for seasonal variations.

* The Measure of Hiring Expectations is the difference between the percentage of employers predicting staff increases and those planning to decrease hiring activity.

Employers nationwide predict a depressed employment outlook for the last three months of 1982 despite the recent lowering of interest rates and improved performance of the stock market. Conditions will not improve for jobseekers and the recent events described above do not affect the employment outlook on a short-term basis.

Current figures are the worst recorded for a fourth quarter since the survey began in 1976. While the decline in indicators from the third quarter is minimal, which may indicate that the pace at which employment prospects are deteriorating is slowing, it may be near the bottom.

Slight hiring is predicted by the wholesale and retail trade sector. These increases are seasonal and are lower than in past years.

Job opportunities in both durable and non-durable goods manufacturing continue to deteriorate, with both sectors reporting the lowest hiring activity in many years. Both the financial and services sectors, which have been relatively resistant to the economic downturn, now indicate sharp declines for the coming quarter, signalling an erosion in white collar employment. Construction hiring is also poor and reflects an expected seasonal decline.

Geographically, particularly sharp declines are reported in the South and West, which were not as deeply hit by the recession until mid 1982. The Midwest and Northeast regions decline from an already low base posted one year ago.

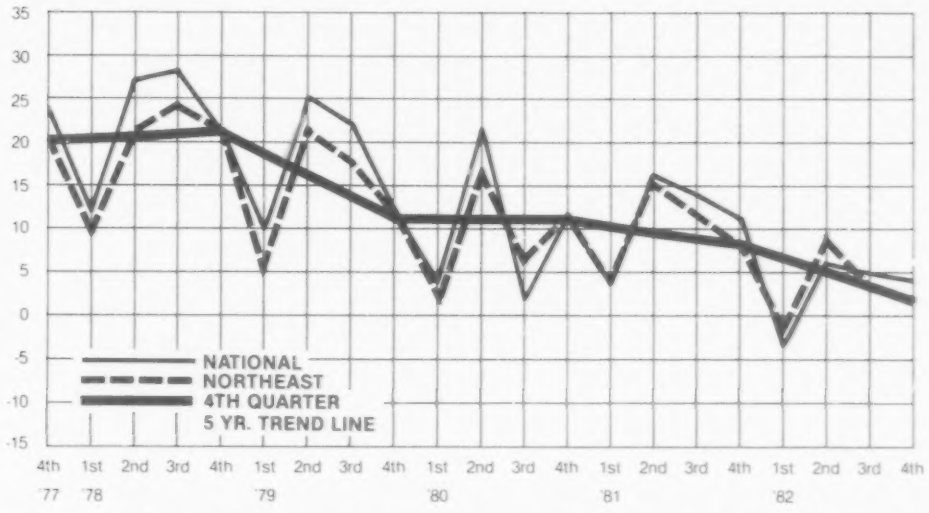
Industry Category	Increase %	No Change %	Decrease %	Don't Know %
Mining	8	65	23	4
Construction	12	61	25	2
Manufacturing—Durable Goods	13	62	21	4
Manufacturing—Non-durable Goods	12	72	13	3
Transportation & Public Utilities	13	70	15	2
Wholesale & Retail Trade	27	60	10	3
Finance, Insurance & Real Estate	13	73	12	2
Education—Public & Private	16	69	13	2
Services	16	68	13	3
Public Administration	10	67	20	3
All Industries	18	65	14	3

Note These figures are not adjusted for seasonal variations.

Northeast

Connecticut
Maine
Massachusetts
New Hampshire
New Jersey
New York
Pennsylvania
Rhode Island
Vermont

MEASURE OF HIRING EXPECTATIONS



Note: The annual trend line represents net employment expectations for the current quarter in relation to the same periods of previous years. These figures do not account for seasonal variations.

The employment outlook in the Northeast continues to be depressed with only slightly more employers planning to increase staff size than expect to reduce it. Hiring activity is expected to be below national levels.

The best job prospects are predicted by the wholesale and retail trade which historically improves its employment outlook during the fourth quarter. Merchants increase their workforce to handle the anticipated holiday season.

The wholesale and retail trade sector expects hiring activity to be slightly slower than in past fourth quarters, but to be similar to that of this same quarter in 1979.

Manufacturers of both durable and non-durable goods, on the other hand, do not expect an upturn and post the lowest number of new job opportunities for any fourth quarter in the seven-year history of the survey. Durable goods hiring activity is expected to be particularly slow with slightly more employers expecting to reduce than planning to add staff. Hiring will also be the slowest recorded for any quarter by non-durable goods manufacturers with only one percentage point more planning to hire staff than expect to reduce it.

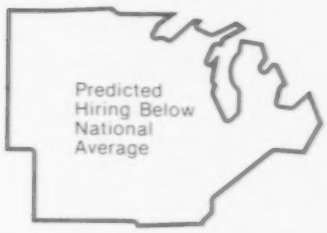
White collar sectors such as the services and finance, insurance and real estate sectors have slumped with hiring expected to be at the same levels as that of one year ago.

Industry Category	Increase %	No Change %	Decrease %	Don't Know %
Mining*				
Construction	7	63	26	4
Manufacturing—Durable Goods	14	64	18	4
Manufacturing—Non-durable Goods	13	71	12	4
Transportation & Public Utilities	16	67	11	6
Wholesale & Retail Trade	27	59	10	4
Finance, Insurance & Real Estate	15	71	11	3
Education—Public & Private	11	71	13	5
Services	13	74	9	4
Public Administration	7	65	24	4
All Industries	16	66	14	4

Note: These figures are not adjusted for seasonal variations.

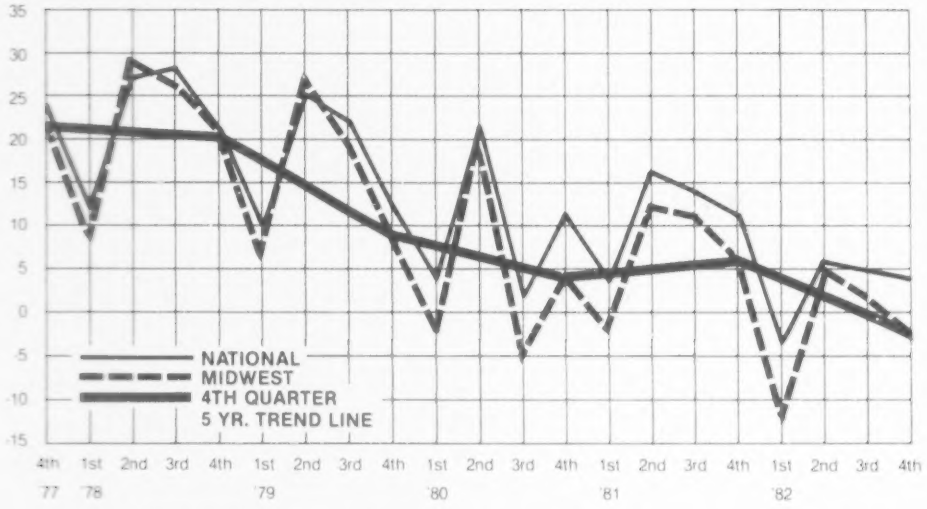
* The size of the mining industry's responding sample does not permit a hiring trend forecast.

Midwest



Illinois
Indiana
Iowa
Kansas
Michigan
Minnesota
Missouri
Nebraska
North Dakota
Ohio
South Dakota
Wisconsin

MEASURE OF HIRING EXPECTATIONS



Note: The annual trend line represents net employment expectations for the current quarter in relation to the same periods of previous years. These figures do not account for seasonal variations.

Slightly more Midwestern employers expect staff reductions than plan staff additions for the fourth quarter, with figures of one year ago and for the second and third quarters of 1982 significantly better.

Manufacturers of both durable and non-durable goods offer little hope of improved job opportunities and post the lowest level of new hiring activity for all fourth quarters in the seven-year history of the survey. More than twice as many manufacturers of durable goods expect to reduce staff than plan to hire additional workers for the coming three months. Hiring activity will only be slightly better for non-durable goods manufacturers.

Wholesale and retail merchants predict only slightly improved hiring activity although the fourth quarter is historically strong as merchants gear up for the holiday season. There are expected to be slightly more job opportunities than last quarter, but the levels will be lower than those of one year ago.

Both white collar employment sectors of services and finance, insurance and real estate expect slightly more employers to reduce staff than to add new workers. For the first time since the survey began, more service employers will reduce than add staff while employment levels in the finance, insurance and real estate sector indicate a significant drop in hiring plans.

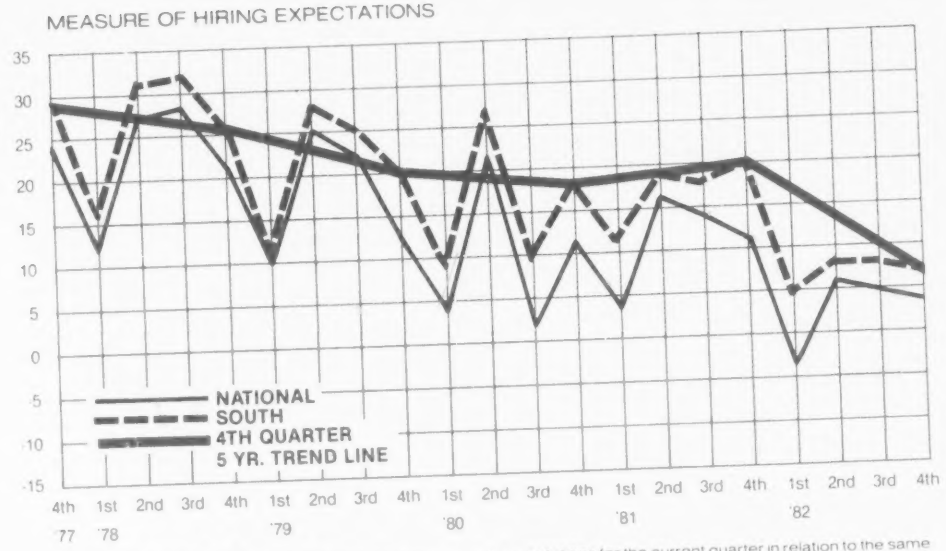
As expected, construction employers predict a seasonal drop in hiring which is more severe than in past fourth quarters.

Industry Category	Increase %	No Change %	Decrease %	Don't Know %
Mining*				
Construction	12	50	36	2
Manufacturing—Durable Goods	11	60	25	4
Manufacturing—Non-durable Goods	11	71	15	3
Transportation & Public Utilities	7	73	19	1
Wholesale & Retail Trade	26	62	11	1
Finance, Insurance & Real Estate	8	80	11	1
Education—Public & Private	16	71	11	2
Services	14	69	15	2
Public Administration	5	66	25	4
All Industries	15	65	18	2

Note: These figures are not adjusted for seasonal variations.
*The size of the mining industry's responding sample does not permit a hiring trend forecast.

Alabama
Arkansas
Delaware
District of Columbia
Florida
Georgia
Kentucky
Louisiana
Maryland
Mississippi
North Carolina
Oklahoma
South Carolina
Tennessee
Texas
Virginia
West Virginia

MEASURE OF HIRING EXPECTATIONS



Note: The annual trend line represents net employment expectations for the current quarter in relation to the same periods of previous years. These figures do not account for seasonal variations.

Southern employment outlook figures were slightly ahead of other regions with slightly more employers planning to increase staff size than expecting to reduce it. Current figures, however, are a sharp drop from one year ago.

Only one or two percentage points more employers in the manufacturing of durable and non-durable goods plan to increase staff size during October, November and December than expect to reduce it. Hiring activity is expected to be far below that of other fourth quarters.

Three times as many wholesale and retail merchants plan to add workers than expect reductions for the fourth quarter. However, new hiring is expected to be at far lower levels than in past fourth quarters, traditionally the strongest in hiring for this sector.

Once resistant to the recession, the white collar employment sectors of services and finance, insurance and real estate now indicate sharp drops in hiring activity for the coming quarter. Hiring activity was at least five times stronger one year ago at this time for the finance, insurance and real estate sector and current figures are the lowest reported for any quarter in the seven-year history of the survey. Service sector hiring activity has also been stronger and it, too, is expected to be at its lowest level in many years.

While a seasonal drop in hiring activity is expected by construction employers, this is the first time that more employers expect to reduce their workforce than plan to add workers in a fourth quarter.

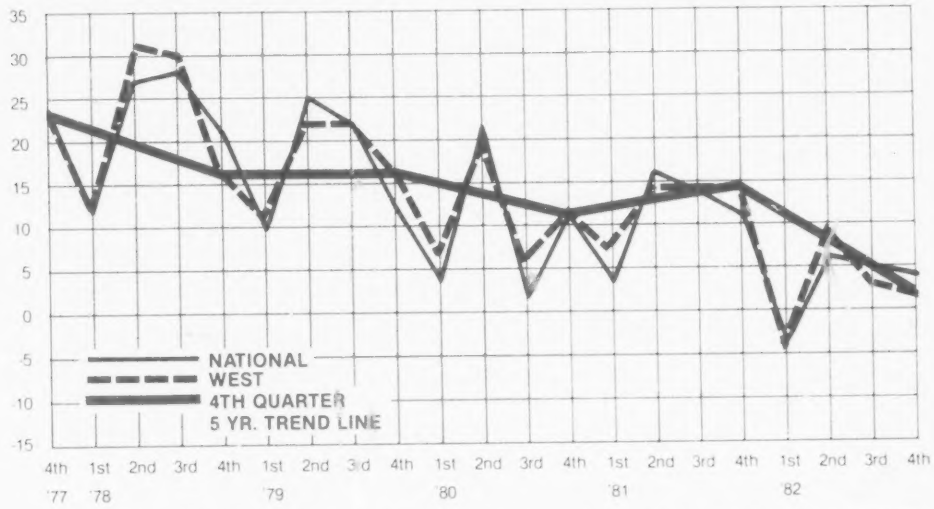
Industry Category	Increase %	No Change %	Decrease %	Don't Know %
Mining	5	68	22	5
Construction	14	65	19	2
Manufacturing—Durable Goods	18	62	16	4
Manufacturing—Non-durable Goods	12	73	11	4
Transportation & Public Utilities	17	70	12	1
Wholesale & Retail Trade	30	56	10	4
Finance, Insurance & Real Estate	16	70	12	2
Education—Public & Private	19	67	12	2
Services	20	65	12	3
Public Administration	14	68	16	2
All Industries	19	66	12	3

Note: These figures are not adjusted for seasonal variations.

West

Arizona
California
Colorado
Hawaii
Idaho
Montana
Nevada
New Mexico
Oregon
Utah
Washington
Wyoming

MEASURE OF HIRING EXPECTATIONS



Note The annual trend line represents net employment expectations for the current quarter in relation to the same periods of previous years. These figures do not account for seasonal variations.

Western employers report a slump in hiring activity for the fourth quarter which is expected to be at about the same level as that of the last quarter. Once recession-resistant, the Western employment outlook is not as depressed as that of the Midwest and Northeast, but is still the worst recorded for any quarter in the seven-year history of the survey.

Only slightly more manufacturers of durable goods plan to hire additional workers during October, November and December than expect to reduce staff. Hiring is expected to be at its lowest for any quarter in many years. An equal number of manufacturers of non-durable goods plan to add staff as expect to reduce it. Hiring activity for this sector is predicted to be far below that of one year ago, but slightly ahead of the worst quarter posted, which was first quarter 1982.

Wholesale and retail merchants predict a sharp drop in activity for the fourth quarter with employment levels expected to be only slightly better than last quarter, but far below that of one year ago.

Hiring activity by service employers is expected to be at its lowest level since the survey began in 1976. Only slightly more employers plan to increase staff size as expect to reduce it. One year ago, many more employers planned to expand staff size.

Hiring is also expected to be at its lowest level for fourth quarters in the finance, insurance and real estate sector. More employers expect to reduce staff than plan to hire additional workers, although hiring is expected to be slightly better than last quarter.

Industry Category	Increase %	No Change %	Decrease %	Don't Know %
Mining	14	58	28	0
Construction	12	69	19	0
Manufacturing—Durable Goods	20	58	17	5
Manufacturing—Non-durable Goods	15	67	15	3
Transportation & Public Utilities	16	70	12	2
Wholesale & Retail Trade	24	65	10	1
Finance, Insurance & Real Estate	12	71	16	1
Education—Public & Private	15	63	21	1
Services	18	65	14	3
Public Administration	7	72	18	3
All Industries	17	66	15	2

Note These figures are not adjusted for seasonal variations.

MANPOWER
TEMPORARY SERVICES
International Headquarters
5301 N. Ironwood Road, Milwaukee, WI 53217

The quarterly Employment Outlook Survey is conducted as a public service of Manpower, Inc. The survey was designed and is administered by Manpower's International Research Department, utilizing a statistically representative sample of more than 11,100 large public and private employers from among ten industrial sectors in 343 U.S. cities.

The fourth quarter 1982 survey is a measurement of employment plans for the permanent workforce and is based upon interviews conducted with the survey sample immediately prior to September 1, 1982.

The survey results reflect the intentions of the sample employers interviewed. Some of these intentions may change unexpectedly upon the conclusion of the survey.

EMPLOYMENT OUTLOOK SURVEY

Fourth Quarter 1982

Manpower, Inc.

The following percentages are hiring intentions of over 11,100 employers in over 343 U.S. cities who plan to increase or decrease the size of their present workforce during the fourth quarter of 1982 (October, November, December).

	% Increase		% Decrease		% No change		% Unsure		'82 % Net
	'81	'82	'81	'82	'81	'82	'81	'82	Difference
National	23	18	12	14	62	65	3	3	4
South	29	19	9	12	59	66	3	3	7
Northeast	19	16	11	14	66	66	4	4	2
West	24	17	10	15	62	66	4	2	2
Midwest	20	15	14	18	63	65	3	2	-3

Overall: Virtually all sections of the U.S. are now predicting a deterioration of hiring activity from levels of one year ago and last quarter.

South: Better job opportunities than other regions, but hiring activity has declined substantially. The South was not deeply hit by the recession until mid-1982.

West: Like the South, the West has seen a sharp decline in hiring activity. It, too, has not been hit by the recession until mid-1982.

Northeast: Limited job opportunities are predicted here -- similar to the West region.

Midwest: Fewest number of job prospects than other regions. The Midwest and Northeast declined from an already low base posted one year ago.